

San Francisco Commission on the Status of Women

Three Year Strategic Plan *FY 2000-2003*

Approved January 26, 2000

DOCUMENTS DEPT.

MAY - 2 2000

SAN FRANCISCO
PUBLIC LIBRARY

D

EF
05.42
a52t



5/S

GOVERNMENT INFORMATION CENTER
SAN FRANCISCO PUBLIC LIBRARY
SAN FRANCISCO
PUBLIC LIBRARY

REFERENCE
BOOK

Not to be taken from the Library



INTRODUCTION

On January 26, 2000 the Commission on the Status of Women approved a three-year Strategic Plan to cover the period of July 2000 to June 2003. The goals and objectives outlined in this plan are based on the organizational mission, mandate and current needs in the women's community. The Commission's mission is *"To insure equal treatment and foster the socioeconomic, political and educational advancement of all women and girls throughout San Francisco through policies, legislation and programs, focusing primarily on populations in need"*

Chapters 12K, 33 and SEC 4.119, of the Administrative Code further outlines the Commission's mandate under the San Francisco Charter. Administrative Code Sec 4.119 indicates that the Commission on the Status of Women shall develop and recommend policies and practices for the City and County to reduce the particular impacts of women and girls of problems such as domestic violence, sexual harassment, employment and health care inequity, and homelessness, as well as advocate on behalf of women and girls in such areas. Chapter 33 outlines the specific powers and duties which include the department's responsibility for disseminating information, holding public hearings, analyzing reporting and advising on commission appointments in the City, studying and making recommendations to promote the economic development of women, studying job classifications and assisting the Human Services Department regarding employment of women in the City etc. Further, the department is assigned to receive and administer the City's domestic violence program funds. In 1996, the department broaden this responsibility to include sexual assault program funds under the umbrella of violence against women.

In addition, in 1998, The Mayor signed the Convention to Eliminate all Forms of Discrimination Against Women (CEDAW) Ordinance mandating the department, among other things, to conduct gender analysis of various city departments to address inequities under employment, services and budget allocations.

ORGANIZATIONAL RESOURCES

In developing this plan, the Commission took into consideration the department's present resources and responsibilities. In Fiscal Year 1999-2000 the department's budget was \$2,598,521; of this, \$1,806,000 is allocated to 28 Violence Against Women Programs. The majority of the department's funds are allocated through the City's General Fund. Approximately one tenth of the funds are derived from marriage license fees, a state mandated fund.

In December of 1999, the department had a total of 7.75 (FTE) staff positions, that comprise: one Executive Director, four full time Program staff (with one filling the position of Assistant Director), one half-time program staff, one Executive Secretary, one Accountant and one quarter-time Personnel Analyst (hiring in progress at the time). Most of these positions represent one of a kind function within the department due to the many responsibilities under its responsibility. Therefore, the department has experienced severe staff shortage overtime due to budgetary needs and staff personal needs.

THREE YEAR PLAN

Although not specifically outlined in this strategic plan, the Commission has requested that the department incorporate additional issues and initiatives such as urging the department to continue a salary study and, where needed, reclassification to insure equitable compensation for the staff. The department will integrate this work within the Gender Analysis being conducted under CEDAW.

To assist Commission members to become more involved and knowledgeable about community issues, especially as they apply to the department's mandates, Commissioners will be invited, whenever possible, to participate in ongoing activities. Commissioners have expressed interest in being involved in expert panels, events within and outside City government, as well as meetings with foreign dignitaries hosted by the department. Commission members have offered to participate on committees and task forces to expand their knowledge of issues, and to enhance the organization's position in the community.

As time permits, Commission meetings will be used as forums to highlight issues of importance to the Commission by inviting other City governmental agencies and community groups to make presentations. These issues will include, but are not limited to disability, transgender, women of color, young women, criminal justice and health etc. This will help the Commission to better understand the services being provided as well as existing gaps in areas not directly handled through the work of the department.

The Commission will receive training in the near future in various subjects including the development of City resolutions and Commission Policies and Procedures. This will insure that the Commission becomes more active in the direct and indirect development of City resolutions as well as knowledgeable of Commissioners roles and responsibilities.

THE CONVENTION TO ELIMINATE ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Goal: Implement the CEDAW Ordinance.

Objectives:

- Insure re-authorization of Ordinance during FY 2000-2001.
- Complete 2-4 gender analyses per year during FY 2000-2003.
- Hold yearly public hearings to obtain community input regarding implementation of CEDAW and other issues mandated in the City Charter.
- Introduce CEDAW to the private sector during FY 2001-2002.
- In year 2001-2002 review citywide policies influenced by CEDAW.

VIOLENCE AGAINST WOMEN

Goal: To administer grants and monitor Violence Against Women programs; addressing and implementing the recommendations outlined in the VAW Strategic Plan.

Objectives:

- Produce annual end-of-year report based upon COSW monitoring activities and reports from COSW funded programs, including provisions of VAW Strategic Action Plan, Needs Assessment and performance measures.
- Continue the Citywide VAW Public Awareness Campaign during FY 2000-2002.
- Complete a VAW Strategic Plan during FY 2000-2001 based on Needs Assessment completed during FY 1999-2000.

Goal: Coordinate the work of the Sexual Assault Task Force and ensure the accomplishment of goals and objectives outlined in their Three Year Work Plans.

Objectives:

- Produce annual report on the work of the Adult Sexual Assault Task Force and its accomplishments and complete its work by FY 2000-2003.
- Produce annual report on the work of the Young Women and Girls Sexual Assault Task Force and complete its work by FY 2000-20003.

Goal: Develop policy and initiatives toward the elimination of Violence Against Women and girls in San Francisco.

Objectives:

- Continue to collaborate with citywide programs and initiatives to insure the coordination of services and the development of policies.
- Produce an annual report on institutional work and program development for VAW, including collaborations with other City departments, new initiatives and policy development.

EMPLOYMENT AND ECONOMICS

Goal: Insure women's access to contracting opportunities within City government.

Objective:

Work with the Human Rights Commission to develop process, obtain data and conduct an analysis on Women-Owned Businesses as they relate to City contracts during FY 2000-2001.

Goal: Work to eliminate barriers to women's employment and economic development.

Objectives:

- Provide ongoing technical assistance and training to women on sexual harassment and other forms of employment discrimination and produce a yearly report.
- Collect and analyze statistical information on discrimination complaint cases and produce a yearly report.
- Collect and analyze data related to the employment of women since the consent decree was lifted for the Fire and Police Departments and produce a report during FY 2000-2001.
- Update statistical information on the status of women and girls.
- Provide ongoing policy analysis and advice to commissioners, other departments, and elected officials on relevant issues.

OTHER ISSUES**Girls:**

Goal: Develop initiatives that address the long-term needs of young women and girls within COSW programs/initiatives.

Objectives:

- Incorporate Status of Girls needs report in CEDAW Ordinance by FY 2000-2001.
- Include young women in all work related to Girls issues.
- Explore the development of a Junior Commission during FY's 2000-2002.
- Explore resource development and implement educational programs benefiting girls by the end of FY 2000-2001.

Leadership Development

Goal: Insure the integration of women's leadership positions within the private and public sectors.

Objectives:

- Conduct research and produce annual Gender Parity analysis/report on the appointments of women by elected officials.
- Conduct yearly seminars on getting appointments to governmental bodies.
- Maintain a talent bank to be accessed by elected officials.

Housing:

Goal: Create solutions to women housing issues.

Objective:

- Request presentations and reports from various City departments that work on housing issues to the Commission during FY 2000-2001.

Health:

Goal: Create solutions for the health needs of women.

Objectives:

- Request presentations and reports from the Department of Public Health during FY 2000-2001.
- Work jointly with the Department of Public Health to create health policies.

ORGANIZATIONAL DEVELOPMENT

Goal: Outreach to various communities in San Francisco, especially as prioritized in our mission.

Objectives:

- Hold quarterly Commission meetings in neighborhoods.
- Expand mailings to various communities in San Francisco through E Mail by Year 2000-2001.
- Hold 3-4 yearly public events (i.e. Women's History Month, Take Your Daughters to Work Day, Women Who Make a Difference and Domestic Violence Awareness Month celebrations) to include various sectors of the women's community.
- Participate in targeted local, state and national organizations.
- Use various forms of media to promote organizational activities.
- Publish and distribute educational, promotional and informational materials such as annual reports, community and services directories.
- Expand the organizational Web Page.

Other:

Goal: Provide legislative review and recommendations on issues affecting women.

Objectives:

To review periodic legislative reports from the California Commission on Women and present to COSW for approval.

Goal: Collaborate with other City Departments and related organizations to address similar issues.

Objective:

- Establish regular meetings with City Departments and related organizations to avoid duplication and share resources.

CONCLUSION

The Commission members and staff understand that the full implementation of this plan is based on the commitment to secure the necessary resources and the support of our elected officials and community. Commissioners are committed to support this process through the development of clear policy and, along with the staff, advocate for the Mayor and the Board of Supervisors to allocate needed resources to COSW and/or other departments to insure the implementation of the initiatives, policies and programs outlined in this plan. Further, the COSW Executive Director and staff are committed to the full implementation of this plan.

